

**Report
of the
Fairfax County Human Rights Commission
on
Sexual Orientation Discrimination**



May 17, 2000

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Executive Summary

The Fairfax County Human Rights Commission has been charged by the Board of Supervisors to issue reports and advise the Board on the condition of human rights in the County. It is under this directive that we recommend that the Fairfax County Human Rights Ordinance be amended to prohibit discrimination on the basis of sexual orientation.

The Commission has noted — through its cases and complaint inquiries, news reports and public comments — examples of sexual orientation discrimination in the County. Victims of such discrimination have nowhere to turn and no recourse under current law as neither federal, state nor County law prohibits it.

Civil rights legislation, or the lack of it, is often a factor where minorities choose to work or settle. Most area jurisdictions already prohibit discrimination on the basis of sexual orientation. These are often the very jurisdictions with which Fairfax County competes in attracting businesses and workers to the County. The County's failure to keep pace creates a perception that the County is hostile territory for gays and lesbians.

Adopting the proposed amendment to the Human Rights Ordinance will

- further economic development by promoting the County as a welcoming location in which to live and work,
- combat hate violence by allowing victims to speak out and report crimes without fear of adverse employment or housing actions,
- build support for human rights in the County by increasing residents' awareness of themselves as stakeholders in human rights, and
- prevent circumvention of existing human rights protections by closing a legal loophole.

This Commission is dedicated to the belief that **all people** are created equal. Sexual orientation discrimination affects people's ability, in the words of the U.S. Supreme Court, to engage in "an almost limitless number of transactions and endeavors that constitute ordinary civic life in a free society."

The Commission requests that the Board of Supervisors adopt this proposal to add protections against sexual orientation discrimination to the Fairfax County Human Rights Ordinance.

Fairfax County
Human Rights Commission

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The Human Rights Commission extends a vote of thanks to
Commissioner Berns for his efforts in producing this report.

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1. Introduction

The Fairfax County Human Rights Ordinance (“Ordinance”) affirms that

[t]he continued harmonious relations among **all people** are hereby declared essential to the welfare, health, and safety of the residents of Fairfax County. It is contrary to the public policy of the County to permit those conditions to arise or continue unabated which impede the peaceful coexistence of **all people** in the County, threaten peace and good order and adversely affect the physical, economic and social well-being of the residents. It is the duty of this government to exercise all available means and every power at its command to prevent the same so as to protect its residents from such perils. **To this end, it is essential that the government of this County assume the initiative for repairing the consequences of past denials of equal opportunities, preventing denials of these opportunities in the future, and eliminating the underlying causes of discrimination. It is the dual purpose of this Chapter to institute an affirmative human rights program of positive efforts to eliminate discrimination and to provide the citizen recourse for discriminatory acts.** Therefore, in order to secure and promote the health, safety and general welfare of the residents of this County, it is declared to be the policy of the County to ensure that **all persons** be afforded equal opportunity to participate, on the basis of personal merit, in the social, cultural, economic, and other phases of community life free from any discrimination¹

This report is prepared as part of the ongoing responsibilities of the Fairfax County Human Rights Commission (“Commission”) under the functions mandated by the Ordinance. Specifically, the Commission is tasked with “[m]aking studies and issuing reports on the condition of human rights in the county” and with “[a]dvising the Board of Supervisors on matters relating to human rights issues as they pertain to the health, safety and general welfare of persons protected by this Chapter.”² This report also furthers the Commission’s responsibility to “gather and disseminate information about discrimination and other human rights problems affecting the social, cultural, economic, and other phases of community life within the County.”³

The Commission believes that discrimination on the basis of sexual orientation, like other forms of discrimination, affects the health, safety and general welfare of **all persons** in the County. It is with this belief that we present the findings and

¹ Fairfax County Code § 11-1-1 (emphasis added).

² Fairfax County Code §§ 11-1-10 (a)(5) and (a)(6).

³ Fairfax County Code §§ 11-1-10 (b)(7).

recommendations discussed herein and propose that the Ordinance be amended with the goal of eliminating discrimination on the basis of sexual orientation.

2. Proposal

The wording of the Commission's proposal for amending the Ordinance is set forth at Section 5 below. In its essence, the proposal would insert the term "sexual orientation" into the Ordinance wherever a listing of protected classes is given. A definition of the term "sexual orientation" would be added in the definition section as follows.

SEXUAL ORIENTATION means having a tendency to heterosexuality, homosexuality, or bisexuality; having a history of such a tendency; being perceived as having such a tendency; or having, having a history of, or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness.

This definition is drawn from definitions used in existing state ordinances and laws in neighboring local jurisdictions such as Arlington and Alexandria.

The proposal would keep intact the exemptions for religious organizations already codified in the Ordinance. Religious organizations which are exempted from certain provisions of the Ordinance where a religious purpose is involved⁴ would also be able to apply that exemption to cover sexual orientation where their actions are religiously based.

The question has been raised whether the Board of Supervisors, outside of specific authorization from the Virginia General Assembly, can amend the Ordinance to include an additional protected class. Legal arguments have been offered on both sides of this issue. The Commission is reporting here on the current state of affairs in Fairfax County and on what needs to be done to correct an identified problem. It is not recommending the specifics of how the Board should carry out the proposal, merely that the Ordinance be amended. As the Board considers this proposal and possible courses of action, the Commission recommends that, in the interim, it be given the authority to receive, investigate and seek voluntary resolution of discrimination complaints on the basis of sexual orientation.

3. Discussion

3.1. Current Situation

While prohibitions against discrimination based on sexual orientation protect everyone, most often the beneficiaries of these protections are gay, lesbian, bisexual and transgender persons. There are no definitive estimates of what part

⁴ See Fairfax County Code § 11-1-2(30) and §§ 11-1-3(d)(2), 11-1-5(b)(1)(A) and 11-1-6(b)(1).

of the general population this represents. Studies have placed the percentage anywhere between 1% and 10%.⁵ In nationwide exit polls of the 1998 Congressional elections, 4.2% of voters surveyed self-identified as gay, lesbian or bisexual.⁶ Using this number, merely for the sake of argument, it can be extrapolated that Fairfax County has over 40,000 gay, lesbian, bisexual and transgender residents.

The history and incidence of employment discrimination based on sexual orientation nationwide in the United States has been well documented. Recent surveys have found that about one-third of the gays and lesbians polled reported that they had suffered job discrimination based on sexual orientation.⁷ A good summary of examples of sexual-orientation-based employment discrimination may be found in materials collected in recent United States Senate hearings.⁸

Locally, it is difficult to assess the full scope of sexual orientation discrimination in Fairfax County as there is currently no law prohibiting it and this Commission is not empowered to accept complaints of such discrimination. Thus, there is no incentive for victims of such discrimination to come forward. Indeed, for victims of such discrimination to speak out would subject them to the risk of further discrimination, while providing no hope for redress.

Nonetheless, between 1997 and mid-1999, more people sought to file sexual orientation discrimination complaints with the Commission than filed complaints on some of the other bases already covered by County law, namely color and marital and familial status.⁹ A number of troubling recent discriminatory incidents have also come to light through public hearings and media reports.

- **Employment discrimination.**

A woman is denied employment at a Falls Church area private school because of her advocacy on issues related to the rights of gays and lesbians.¹⁰

⁵ *Gay & Lesbian Stats: A Pocket Guide of Facts and Figures*. The New Press (1994), pp. 9-12.

⁶ Robert W. Bailey, *Out and Voting II: The Gay, Lesbian, and Bisexual Vote in Congressional Elections, 1990-1998*. Policy Inst. of the Nat'l Gay and Lesbian Task Force (2000), pp. 12-13.

⁷ Sean Cahill, *What's at Stake for the Gay, Lesbian, Bisexual, and Transgender Community in the 2000 Presidential Elections*. Policy Inst. of the Nat'l Gay and Lesbian Task Force (2000), p. 18.

⁸ *Employment Non-Discrimination Act of 1997, Hearing before the United States Senate Committee on Labor and Human Resources ... on S. 869 ... October 23, 1997*, S. Hrg. No. 105-279. U.S. Govt. Print. Off. (1998).

⁹ See Section 3.2 below. In fiscal years 1997 through 1999, the Commission received 2 marital status cases and no cases on the basis of familial status or color.

¹⁰ *Solon v. Falls Church Children's House of Montessori*, No. 96022E (Fairfax County Human Rights Comm'n Sept. 17, 1997); "Discrimination Complaint Rejected," *The Washington Post*, Sept. 20, 1997, p. C5.

Employees at Mobil Corp., a major Fairfax County employer, lose written protections banning discrimination on the basis of sexual orientation as a result of a merger with Exxon. This causes concern among the company's gay and lesbian employees and causes some shareholders to seek a vote at the company's next annual meeting.¹¹

- **Housing discrimination.**

The home of two gay men living in the Fort Hunt area is vandalized in the middle of the night in a hate crime based on sexual orientation. Small explosive devices are detonated outside the men's home and a threatening sign containing epithets is left on their door. It reads: "You are lucky! This could have been a bomb. BOOM!! There could have been two less fags in the world! Fags suck."¹²

Washington-area gays and lesbians report that they suspect bias and face challenges in finding housing. They perceive Northern Virginia as less welcoming than the District of Columbia or Maryland suburbs.¹³

- **Public accommodations discrimination.**

Two lesbian couples are thrown out of a Franconia skating rink after they skate together during a couples-only skating session which, according to the skating rink owner, means only male/female couples. The following week, a gay male couple is arrested by Fairfax County Police for refusing to leave the skating rink after being ejected for skating together during the couples-only skating session. The two men are then prosecuted for trespassing by the Assistant Commonwealth Attorney's office at taxpayer expense.¹⁴

There is currently no protection in Fairfax County against such discrimination. No County ordinance or overall policy, no state law or federal law exists which prohibits or provides redress for discrimination based on sexual orientation.

Eleven states and over 160 localities prohibit sexual orientation discrimination.¹⁵ This includes virtually all the other Washington area jurisdictions, including

¹¹ "Gay Policies Yanked," *The Washington Blade*, Dec. 10, 1999, pp. 1, 28; ExxonMobil Corp. *Notice of 2000 Annual Meeting and Proxy Statement* (Apr. 14, 2000), pp. 38-41.

¹² "Gay Fairfax Couple Faces Cherry Bombs, Threats," *The Washington Blade*, Aug. 21, 1998, p. 10; "'Horrible' Hate Crime Acts Target Fort Hunt Resident," *The Fairfax Journal*, Aug. 17, 1998, pp. A1, A6.

¹³ "For Gays, Housing Is a Challenge," *The Washington Post*, Feb. 12, 1994, pp. E1, E10.

¹⁴ "Rink Rousts Lesbian Skaters," *The Fairfax Journal*, Aug. 11, 1993, pp. A1, A7; "Judge Throws Out Gay Skaters' Case," *The Fairfax Journal*, Nov. 9, 1993, pp. A1, A6.

¹⁵ See Appendix at Section 5.2.

Arlington County, Alexandria City, the District of Columbia, Montgomery County, Prince George's County, Howard County, and the cities of Baltimore, Rockville, and Takoma Park in Maryland.¹⁶ Protections against discrimination based on sexual orientation in public employment have been enacted in Charlottesville and Virginia Beach, Virginia.¹⁷ Additionally, the Cities of Charlottesville and Falls Church bar discrimination on the basis of sexual orientation by those with city contracts in excess of \$10,000.¹⁸

The majority of jurisdictions in the United States of size comparable to Fairfax County have already enacted ordinances or policies prohibiting sexual orientation discrimination. Of municipalities with 500,000 to 1 million people, 56.3 percent have enacted such ordinances or policies; 75.0 percent of the jurisdictions with over 1 million people have enacted such ordinances or policies.¹⁹

Local officials in jurisdictions that have enacted prohibitions against sexual orientation discrimination have reported beneficial effects. These include an actual reduction in sexual orientation discrimination, a greater feeling of safety among gay men and lesbians, and an enhanced image of the community policies as progressive. Most reported no negative effects.²⁰

About 1,000 private sector employers are known to have adopted employment policies against sexual orientation discrimination, including over half of the Fortune 500 companies. These include many of Fairfax County's largest employers, such as America Online, American Management Systems, Bell Atlantic, Booz-Allen & Hamilton, Cox Communications, First Virginia Bank, Freddie Mac, Gannett, General Dynamics, Giant Foods, SAIC, TRW, UUNET Technologies and Xerox.²¹ These are employers that Fairfax County strives to attract and retain. However company policies, when not buttressed by law, can be rescinded with little notice, as recently happened at ExxonMobil.

Many companies find these policies provide a competitive advantage. In the current business climate employee recruitment, satisfaction and retention are extremely important, especially in high technology industries. It is a disservice to these employers for the County not to guard against discrimination that their employees may face. Even employees at companies firmly committed to non-

¹⁶ Wayne van der Meide, *Legislating Equality: A Review of Laws Affecting Gay, Lesbian, Bisexual, and Transgendered People in the United States*. Policy Inst. of the Nat'l Gay and Lesbian Task Force (1999). For Virginia statutes see Arlington County, Va., Code § 31.3 (1997) and Alexandria, Va., Code § 12-4-1 *et seq.* (1996).

¹⁷ Charlottesville, Va., Code § 19-7 (1994) and Virginia Beach, Va., Policy 6.06 (1995).

¹⁸ Charlottesville, Va., Code §§ 22-11 and 22-12 (1994); Falls Church City Code § 10-21 (1995).

¹⁹ Kenneth Wald, James Button and Barbara Rienzo, *All Politics Is Local: Analyzing Local Gay Rights Legislation*, Policy Inst. of the Nat'l Gay and Lesbian Task Force (1997), p. 6.

²⁰ *Id.*

²¹ See Appendix at Section 5.3.

discrimination may find themselves victims of discrimination in housing or public accommodations once they locate here.

The presence of civil rights legislation, or the lack of it, is often a factor in which jurisdiction minority citizens choose to work or settle. Most jurisdictions with which Fairfax County competes for jobs already have such protections. In a tight labor market County policies that are equally welcoming of **all people** are a business necessity. Fairfax County law needs to prohibit discrimination based on actual or perceived sexual orientation as it protects its citizens from discrimination the basis of age, race, color, religion, sex, national origin, marital status, disability, or familial status.

3.2. Need for Amendment

Although the Fairfax County Human Rights Ordinance currently does not afford protections against discrimination on the basis of sexual orientation, individuals who feel they have been victims of such discrimination have still contacted the Commission hoping for assistance. Since the beginning of 1997 the Commission has received six such inquiries. Three persons alleged that they were terminated based on their sexual orientation. One of these three also alleged that he was subjected to unequal terms and conditions of employment prior to his termination. Of the remaining three inquiries, one person alleged a failure to promote, another alleged a failure to hire, and the third alleged that he was subjected to unequal terms and conditions of employment.

In addition to these inquiries, the Commission has accepted complaints in which other bases of discrimination were alleged but in which sexual orientation appears also to have been an issue.

- **Sex.**

The Commission took in a charge where the complainant alleged she had been terminated because of her sex. She also believed she had been discriminated against on the basis of sexual orientation. The case settled before a staff determination could be made.²²

Another complainant charged sex discrimination alleging termination and unequal terms and conditions of employment, including verbal and physical harassment, because he did not conform to his employer's and co-workers' concept of male gender roles and was perceived as gay. The staff investigation found evidence of sexual orientation discrimination, although the Commission was unable to take action in this regard. A public hearing was

²² HRC No. 88128E/EEOC No. 12D880063 (Fairfax County Human Rights Commission). Further details on this case are confidential as per Va. Code Ann. § 2.1-342.01(A)(31) (2000).

scheduled to determine if the gender expression issues in the case could be chargeable under sex discrimination, but the case settled just before the hearing.²³

- **Religion.**

In a religious discrimination case, one complainant charged that the rescinding of a job offer was due to her religious-based advocacy for the gay community. The case went to public hearing where the complainant's case ultimately failed on the narrow question of whether the potential employer knew that the advocacy was based on religion.²⁴

While the Commission was able to seek resolution of these charges on the bases of age, religion and sex, it could not act with respect to the alleged sexual orientation discrimination, which may well have been at the heart of these cases.

These numbers cannot capture all cases of sexual orientation discrimination as many alleged victims, knowing that they have no recourse or chance for redress, have not bothered to contact the Commission.

During the last four years the Commission has also received 196 cards and letters requesting that the Ordinance be amended to prohibit sexual orientation discrimination. In September 1998 in response to community concerns, the Commission heard a presentation from Fairfax Alliance for Citizen Equality, a community advocacy group seeking such a change.

3.3. Effect of Amendment

The Commission's proposal would

- Extend Fairfax County's anti-discrimination protections currently provided based on race, color, religion, sex, national, origin, disability, marital status, age, and familial status (in housing) to include sexual orientation. Thus, the proposal extends nondiscriminatory protections to lesbians, gay men, bisexuals and transgendered persons, as well as heterosexuals. Indeed it provides the same protections regardless of sexual orientation.
- Prohibit employers, employment agencies, and labor unions from using sexual orientation as the basis for employment decisions, such as hiring, firing, promotion, or compensation.

²³ HRC No. 92119E /EEOC No. 10D920122 (Fairfax County Human Rights Commission). Further details on this case are confidential as per Va. Code Ann. § 2.1-342.01(A)(31) (2000).

²⁴ *Solon, supra.*

- Prohibit real estate brokers and sales persons, rental agents, and other persons from using sexual orientation as the basis for housing decisions, such as sale or rental of housing, representation of unavailability, or eviction.
- Prohibit public accommodations from using sexual orientation as the basis for denying access, benefits, or enjoyment of goods, services, or facilities.
- Prohibit lending institutions from using sexual orientation as the basis for denying, terminating, or otherwise varying the terms of credit or credit related services.
- Prohibit private educational institutions from using sexual orientation as the basis for admission or varying the terms, conditions, or services of that institution.
- Prohibit retaliation against a person because he or she has opposed practices that discriminate based on sexual orientation.
- Provide for the same redress as is currently available for discrimination against other protected classes.

At the same time, there are many things that the Commission's proposal would *not* do. The proposal

- Does not grant rights or privileges to any one group over and above those rights granted to other protected groups.
- Does not establish quotas based on sexual orientation.
- Does not cover any businesses that are not already subject to the Ordinance.
- Does not interfere with the religious organization or religious educational institution exemptions in the existing Ordinance.

The value of protecting the civil rights of lesbians, gays, bisexuals, and transgendered persons is obvious to members of those communities, their families and friends. Discrimination is pernicious and can ruin lives. Discrimination in employment is particularly dangerous as employment is essential to economic well-being, maintenance of quality of life and even one's very survival. Freedom from harassment and arbitrary discrimination in one's home is vital to feeling secure.

Yet the benefits of this proposal extend well beyond the obvious benefits to any one particular segment of the community. The proposal would also benefit the County in several important ways:

- **Furthers economic development.** Virtually all the other jurisdictions in the area, including Arlington County and Alexandria City, the District of Columbia, Montgomery County, Prince George's County, Howard County, and the cities of Baltimore, Rockville, and Takoma Park, already protect their citizens against sexual orientation discrimination, and Falls Church City prohibits sexual orientation discrimination in city contracting. Fairfax County's failure to keep pace creates a perception that the County is hostile territory for gays and lesbians. Particularly given the County's current shortage of high-tech workers, the Commission recommends that the Board work to make Fairfax County an inclusive and welcoming community in which to live and work. It is imperative to the County's continued prosperity that Fairfax County become a place where the basic civil rights of **all people** are protected.
- **Combats hate violence.** The Federal Bureau of Investigation, which collects statistics on hate crimes throughout the United States, reported that in 1998, 1,439 criminal offenses were based on sexual orientation bias, a figure representing approximately 16 percent of the total number of hate crimes reported. In 1998, three such hate crimes were reported in Fairfax County, 13 percent of the total hate crimes reported.²⁵ Other statistics show that in Virginia alone during 1997, there were 40 reported incidents of hate violence based on sexual orientation including three assaults and two murders.²⁶

Without any anti-discrimination ordinance in place, Fairfax County's gays and lesbians may not only be more likely targets of hate crimes, but also may be reluctant to report these crimes for fear that disclosure of their sexual orientation will lead to adverse employment and housing actions. This underreporting hurts the County's ability to protect against attacks on its citizens. This is not mere speculation — the same men targeted in the recent hate crime in the Fort Hunt area had been verbally attacked at their home over the past year, but did not report it. One of the victims continues to remain anonymous for job-related reasons.²⁷

- **Builds support for human rights in Fairfax County.** Adding sexual orientation as a protected class will bring new constituencies of support to the Ordinance. This proposal would extend protections to lesbians, gay men, bisexuals, and transgendered persons, as well as heterosexuals. Thus, the proposal would benefit **all people** in the County, not just one particular group.

Because sexual orientation cuts across lines of race, sex, religion, and other bases currently covered by the Ordinance, adding sexual orientation as a

²⁵ Federal Bureau of Investigation, *Hate Crimes Statistics, 1998* (1998).

²⁶ National Coalition of Anti-Violence Programs, "State of Virginia Summary of Findings," *Anti-Lesbian, Gay, Bisexual and Transgendered Violence in 1997* (1998).

²⁷ See Note 13 above.

prohibited basis will extend protection to people who may not see themselves as beneficiaries of the current Ordinance. It will give a larger share of the community a direct stake in the Ordinance's continued enforcement.

- **Prevents circumvention of existing human rights protections.** The omission of sexual orientation as a prohibited basis of discrimination creates a legal loophole for perpetrators of discrimination. It enables them to defend actions that discriminate on a basis currently prohibited by the Ordinance by asserting that the reason for an adverse action was the non-prohibited basis of sexual orientation. Thus, adding sexual orientation to the Ordinance would strengthen the Commission's ability to enforce existing protections.²⁸

4. Conclusion

This Commission is dedicated to the belief that **all people** are created equal. Sexual orientation discrimination is antithetical to that belief. As with other forms of discrimination, it is bad for a peaceful society, bad for business, and denies people the opportunity to earn a living and live in the neighborhood of their choice. In the words of the United States Supreme Court, it affects the ability to engage in "an almost limitless number of transactions and endeavors that constitute ordinary civic life in a free society."²⁹

The Commission is committed to the inclusive meaning of the Fairfax County Human Rights Ordinance that "**all persons** be afforded equal opportunity to participate, on the basis of personal merit, in the social, cultural, economic, and other phases of community life free from any discrimination."³⁰

The Commission urges that the Board of Supervisors adopt this proposal to add protections against sexual orientation discrimination to the Fairfax County Human Rights Ordinance and that, pending such addition, the Commission be given the authority to receive, investigate and seek voluntary resolution of discrimination complaints on the basis of sexual orientation.

²⁸ Compare *Solon, supra* (finding that the plaintiff was denied employment because of her advocacy on issues related to the rights of gays and lesbians but that the respondent did not deny the plaintiff employment based on religion, even though her advocacy emanated from her religious beliefs).

²⁹ *Romer v. Evans*, 517 U.S. 620, 631, 116 S. Ct. 1620, 1627, 134 L. Ed. 2d 855, 865 (1996).

³⁰ Fairfax County Code § 11-1-1 (emphasis added).

5. Appendices

5.1. Text of Proposed Amendment

1. Include invalidation of restrictive covenants based on sexual orientation as part of the Statement of Policy in the Human Rights Ordinance.

1.1. Amend Section 11-1-1 by inserting the term “sexual orientation,” after the word “sex”.

2. Amend definitions appropriately.

2.1. Define “sexual orientation” appropriately.

Amend Section 11-1-2 by adding the following definition in alphabetical order:

(33) SEXUAL ORIENTATION means having a tendency to heterosexuality, homosexuality, or bisexuality; having a history of such a tendency; being perceived as having such a tendency; or having, having a history of, or being perceived as having a self-image or identity not traditionally associated with one’s biological maleness or femaleness.

- 2.2. Exclude organizations that restrict membership on account of sexual orientation for a non-religious reason from the definition of “RELIGIOUS ORGANIZATION”.

Amend Section 11-1-2(30) by inserting the term “sexual orientation,” after the word “sex”.

- 2.3. Provide an inclusive definition of family that includes the families of gay, lesbian, bisexual, and transgendered persons for purposes of the definition of employer.

Amend the definition of “family member” in Section 11-1-2(11) to include “domestic partners” and “children in the household”.

- 2.4. Define the term “restrictive covenant” to include restrictions on the basis of sexual orientation.

Amend Section 11-1-2(32) by inserting the term “sexual orientation,” after the word “sex”.

3. Prohibit sexual orientation discrimination in housing and real estate transactions.

Amend Section 11-1-3(a) by inserting the term “sexual orientation,” after the word “sex”.

Amend Section 11-1-3(a)(10) by inserting the term “sexual orientation,” after the word “sex”.

Amend Section 11-1-3(a)(11) by inserting the term “sexual orientation,” after the word “sex.”

Amend Section 11-1-3(b) by inserting the term “sexual orientation,” after the word “sex”.

Amend Section 11-1-3(c)(1) by inserting the term “sexual orientation,” after the word “sex”.

Amend the notice in Section 11-1-3(c)(2) by inserting “sexual orientation,” after the word “sex”.

4. Prohibit sexual orientation discrimination in employment.

Amend Section 11-1-4(a) by inserting the term “sexual orientation,” after the word “sex”.

Amend Section 11-1-4(b) by inserting the term “sexual orientation,” after the word “sex”.

Amend Section 11-1-4(c) by inserting the term “sexual orientation,” after the word “sex”.

Amend Section 11-1-4(d) by inserting the term “sexual orientation,” after the word “sex”.

Amend Section 11-1-4(e) by inserting the term “sexual orientation,” after the word “sex”.

Amend Section 11-1-4(f)(1)(B) by inserting the term “sexual orientation,” after the word “sex”.

5. Prohibit sexual orientation discrimination in public accommodations.

Amend Section 11-1-5(a) by inserting the term “sexual orientation,” after the word “sex”.

6. Prohibit sexual orientation discrimination in credit.

Amend Section 11-1-6(a) by inserting the term “sexual orientation,” after the word “sex”.

7. Prohibit sexual orientation discrimination in education.

Amend Section 11-1-7(a) by inserting the term “sexual orientation,” after the word “sex”.

Amend Section 11-1-7(a)(2) by inserting the term “sexual orientation,” after the word “sex”.

5.2. Jurisdictions Prohibiting Discrimination Based on Sexual Orientation³¹

- **States**

California
 Connecticut
 Hawaii
 Massachusetts
 Minnesota
 New Jersey
 Nevada
 New Hampshire
 Oregon*
 Rhode Island
 Vermont
 Wisconsin

 District of Columbia

* Oregon's policies stem from court precedent, rather

than legislation. See Tanner v. OHSU, (Ct. App.)

- **Counties**

Albany, NY
 Arlington, VA
 Broward, FL
 Cook, IL
 Howard, MD
 Jefferson, KY
 King, WA
 Miami-Dade, FL
 Montgomery, MD
 Onondaga, NY
 Prince Georges, MD
 Salt Lake, UT
 San Mateo, CA

- **Cities**

Albany, NY
 Alexandria, VA
 Alfred, NY
 Ames, IA
 Amherst, MA
 Ann Arbor, MI
 Aspen, CO
 Austin, TX
 Baltimore, MD
 Bar Harbor, ME
 Berkeley, CA
 Bloomington, IN
 Boston, MA

³¹ Human Rights Campaign. “WorkNet Employer Database,” <<http://www.hrg.org/issues/workplac/data.html>> and related pages (last visited Apr. 27, 2000).

Boulder, CO
Burlington, VT
Cambridge, MA
Castine, ME
Cathedral, CA
Cedar Rapids, IA
Champaign, IL
Chicago, IL
Cleveland, OH
Columbia, MO
Columbus, OH
Corvallis, OR
Crested Butte, CO
Davis, CA
De Kalb, IL
Denver, CO
Detroit, MI
East Hampton, NY
East Lansing, MI
Eugene, OR
Falmouth, ME
Flint, MI
Gainesville, FL
Harrisburg, PA
Hartford, CT
Henderson, KY

Iowa City, IA
Ithaca, NY
Kansas City, MO
Key West, FL
Lafayette, IN
Laguna Beach, CA
Lancaster, PA
Lawrence, KS
Lexington, KY
Long Beach, CA
Los Angeles, CA
Louisville, KY
Madison, WI
Malden, MA
Miami Beach, FL
Minneapolis, MN
New Haven, CT
New Orleans, LA
New York, NY
Oakland, CA
Philadelphia, PA
Phoenix, AZ
Pittsburgh, PA
Portland, ME
Portland, OR
Providence, RI

Rockville, MD
Sacramento, CA
San Diego, CA
San Francisco, CA
Santa Monica, CA
Seattle, WA
South Portland, ME
Spokane, WA
St. Louis, MO
St. Paul, MN
Stamford, CT
Syracuse, NY
Tampa, FL
Telluride, CO
Toledo, OH
Tucson, AZ
Urbana, IL
Watertown, NY
West Hollywood, CA
West Lafayette, IN
Worcester, MA
Yellow Springs, OH
York, PA
Youngstown, OH

5.3. Companies and Organizations Prohibiting Discrimination Based on Sexual Orientation³²

Abbott Laboratories, Abbot Park, IL
ACNielsen Corp., Stamford, CT
Actor's Equity Association, New York, NY
Actor's Fund of America, Los Angeles, CA
Actuarial Sciences Associates, Somerset, NJ
Acuson Corp., Mountain View, CA
Adamation Inc., Oakland, CA
Adobe Systems, San Jose, CA
Adolph Coors Co., Golden, CO
Advanced Energy Industries Inc., Fort Collins, CO
Advanced Energy Options Inc., Jamaica, NY
Advanced Micro Devices, Sunnyvale, CA
Aetna Life & Casualty Insurance, Hartford, CT
AFLAC Inc., Columbus, GA
AFL-CIO, Washington, DC
AFSCME # 57, Oakland, CA
AFSCME # 67, Baltimore, MD
AFSCME # 82 (prison employees), Albany, NY
AFSCME, Washington, DC
Agouron Pharmaceuticals, La Jolla, CA
Air Products & Chemicals Inc., Allentown, PA
Airtouch Communications, San Francisco, CA
Akron Standard, Akron, OH
Alberto-Culver, Melrose Park, IL
Albertson's Inc., Boise, ID
Aldus Corp., Dover, MA
Alexander & Baldwin, Honolulu, HI
Allergan Inc., Irvine, CA
AlliedSignal, Morristown, NJ
Allina Health Systems, Minneapolis, MN
Allstate Insurance Group, Northbrook, IL
Altera, San Jose, CA

Amdahl Corp., Sunnyvale, CA
Amerada Hess, New York, NY
America OnLine, Dulles, VA
America West Holdings Corp., Tempe, AZ
American Association of University Professors, Washington, DC
American Association of University Women, Washington, DC
American Civil Liberties Union, New York, NY
American Credit Indemnity Co., Baltimore, MD
American Cyanamid Co., Princeton, NJ
American Electric Power Co. Inc., Columbus, OH
American Express Co., New York, NY
American Federation of Government Employees, Washington, DC
American Federation of Teachers, Washington, DC
American Federation of Television and Radio Artists (AFTRA), New York, NY
American Friends Service Committee, Philadelphia, PA
American Home Products Corp., Madison, NJ
American Lawyer Media, New York, NY
American Library Association, Chicago, IL
American Management Systems Inc., Fairfax, VA
American Medical Association, Chicago, IL
American President Lines, Oakland, CA
American Psychological Association, Washington, DC
American Speech-Language Hearing Association, Rockville, MD
American Stores Co., Salt Lake City, UT

American Systems Engineering, Virginia Beach, VA
AmeriSource Health Corp., Malvern, PA
Ameritech Corp., Chicago, IL
Ameritech Library Services, Provo, UT
Amgen, Thousand Oaks, CA
AMR/American Airlines, Dallas-Fort Worth Airport, TX
Amrion, Boulder, CO
AMTRAK, Washington, DC
Anchor Fasteners, Bedford Heights, OH
Anchor Stampings, Waterbury, CT
Andersen Consulting, Chicago, IL
Anderson, Kill, Olick & Oshinsky, New York, NY
Anheuser-Busch, St. Louis, MO
Ann Arbor Software Development, Ann Arbor, MI
Ann Taylor Stores, New York, NY
Anthem Insurance, Indianapolis, IN
Aon Corp., Chicago, IL
APM Inc., San Francisco, CA
Apple Computer, Cupertino, CA
Applied Communication Corp., San Francisco, CA
Aptix, San Jose, CA
Arent, Fox, Kintner, Plotkin & Kahn, Washington, DC
Arizona Cable, Payson, AZ
Arizona Public Service, Phoenix, AZ
Armstrong World Industries, Lancaster, PA
Arnold & Porter, Washington, DC
Arrow Electronics, Melville, NY
Arvin Industries, Columbus, IN
ASK Computer Systems, Irvine, CA
Association for Research and Enlightenment Inc., Virginia Beach, VA

³² *Id.*

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Association for the Help of Retarded Children, Brooklyn, NY
 Association of Flight Attendants (AFA), Washington, DC
 AST Research Inc., Irvine, CA
 AT Massey Coal Co., Richmond, VA
 AT&T, New York, NY
 ATE Management and Service Co. Inc., Cincinnati, OH
 Atlantic Records & Pictures, Los Angeles, CA
 Atlantic Richfield, Los Angeles, CA
 Autodesk Inc., San Rafael, CA
 Automatic Data Processing Inc., Roseland, NJ
 Auto-Trol, Denver, CO
 Avery Dennison, Pasadena, CA
 Avnet Inc., Great Neck, NY
 Avon Products, New York, NY
 B & L Plastics, Rockford, MI
 Bain & Co., Boston, MA
 Baker & Botts, Houston, TX
 Baker & McKenzie, Chicago, IL
 Balance Engineering Corp., Troy, MI
 Ballard, Spahr, Andrews & Ingersoll, Philadelphia, PA
 Baltimore Gas and Electric, Baltimore, MD
 Banc One Corp., Columbus, OH
 Bank of California, Los Angeles, CA
 Bank of Hawaii, Honolulu, HI
 Bank of New York Co., New York, NY
 BankAmerica Corp., Charlotte, NC
 Bankers Trust Corp., New York, NY
 Banyan Systems, Westboro, MA
 Barna, Guzy & Steffen, Ltd., Minneapolis, MN
 Barnes & Noble, New York, NY
 Barra Inc., New York, NY
 Bashas' Inc., Chandler, AZ
 Battelle Memorial Institute, Columbus, OH
 Baxter Healthcare International, Deerfield, IL
 Bay Area Air Quality Management District, San Francisco, CA
 Bay Area Rapid Transit, Oakland, CA
 Bay Networks Inc., Santa Clara, CA
 Bay View Capital Corp., San Mateo, CA
 Bay View Federal Bank, San Francisco, CA
 BBN Advanced Computers Inc., Mount Airy, MD
 BEA Systems Inc., San Jose, CA
 Bear Stearns, New York, NY
 Becton Dickinson, Franklin Lakes, NJ
 Bell Atlantic, New York, NY
 Bell Northern Research, Norcross, GA
 Bellcore, Piscataway, NJ
 BellSouth Telecommunications, Atlanta, GA
 Bemis Co. Inc., Minneapolis, MN
 Ben and Jerry's Corp., South Burlington, VT
 Beneficial Commercial Corp., Peapack, NJ
 Bentley Systems, Leonville, PA
 Bergen Brunswick, Orange, CA
 Beth Israel Medical Center, Boston, MA
 Beth Israel Medical Center, New York, NY
 Beth Ship Division, Sparrows Point, MD
 BethForge Division, Bethlehem, PA
 Bethlehem Steel, Bethlehem, PA
 Bingham, Dana & Gould, LLP, Boston, MA
 Bisys Cinti Regional Center, Cincinnati, OH
 Blue Cross of California, Woodland Hills, CA
 Blue Cross/Blue Shield of Iowa, Ames, IA
 Blue Cross/Blue Shield of Massachusetts, Boston, MA
 Blue Cross/Blue Shield of New Hampshire, Manchester, NH
 BMY Wheeled Vehicles, Maryville, OH
 Boatman's Bancshares, St. Louis, MO
 Body Shop Inc., Wake Forest, NC
 Boeing, Seattle, WA
 Booz-Allen & Hamilton Inc., McLean, VA
 Borland International, Scotts Valley, CA
 Bose Corp., Framingham, MA
 Boston Consulting Group, Boston, MA
 Boston Edison Co., Boston, MA
 Boston Globe Co., Boston, MA
 Boston Scientific, Natick, MA
 Bostrom/Cybul Design, Riverside, IL
 Bowne & Co., New York, NY
 BP Amoco Corp., Chicago, IL
 Bristol-Myers Squibb Co., New York, NY
 Broadbase Information Systems, Menlo Park, CA
 Broadcasting Group, Memphis, TN
 Brobeck, Phleger & Harrison, San Francisco, CA
 Brokerage Processing Services, Jersey City, NJ
 Bronson, Bronson & McKinnon, San Francisco, CA
 Brooklyn Union Gas, Brooklyn, NY
 Browning-Ferris Industries, Houston, TX
 Brunswick Corp., Lake Forest, IL
 Bureau of National Affairs, Washington, DC
 Burns Harbor, Chesterton, IN
 Business for Social Responsibility, San Francisco, CA
 Cadence Computer Software, San Jose, CA
 Cadwalader, Wickersham & Taft, New York, NY
 Caldor Corp., Norwalk, CT
 Calgon Vestal Laboratories, St. Louis, MO
 California Edison Co., San Diego, CA
 California Federal Bank, Los Angeles, CA
 California Pacific Medical Center, San Francisco, CA
 Calloway Golf, Carlsbad, CA
 Calpine Corp., San Jose, CA
 Cambridge Technology Group, Cambridge, MA
 Cambridge Technology Partners, Needham, MA
 Campbell Soup Co., Camden, NJ
 Capital Cities/ABC Inc., New York, NY, Owned by Walt Disney
 Capitol Fiber, Baltimore, MD
 Cargill, Washington, DC
 Carnegie Group Inc., Pittsburgh, PA
 Carolina Power & Light, Raleigh, NC
 Carrier Corp., Farmington, CT, Part of United Technologies
 Case, Racine, WI
 Celestial Seasonings, Boulder, CO
 Centigram Communications Corp., San Jose, CA
 Centigram, Potomac, MD
 Central & South West, Dallas, TX
 Central Massachusetts Health, Worcester, MA
 Centura Software Corp., Redwood City, CA, Formerly Gupta Corp
 Ceridian Corp., Minneapolis, MN
 Chadbourne & Parke, New York, NY
 Champion International, Stamford, CT
 Charles Schwab & Co., San Francisco, CA
 Chase Manhattan Bank Corp., New York, NY
 Chemical Banking Corp., New York, NY
 Chevron Corp., San Francisco, CA
 Childcraft Education, Edison, NJ
 Children's Healthcare Center, Laguna Hills, CA
 Children's Hospital of Boston, Boston, MA
 Children's Television Workshop, New York, NY
 Chiron America, Mesa, AZ
 Choate, Hall & Stewart, Boston, MA
 Chubb Life Insurance Co. of America, Warren, NJ
 Cigna Corp. & Co., Philadelphia, PA
 CInergy, Cincinnati, OH
 Circle K, Phoenix, AZ
 Circuit City Group, Richmond, VA
 Cisco Systems, San Jose, CA
 Citigroup Inc., New York, NY
 Citizens Bank & Trust, Paducah, KY
 Claims Solution Group, San Ramon, CA
 Claris Corp., Santa Clara, CA
 Classic Cadillac, Omaha, NE
 Cleary, Gottlieb, Steen & Hamilton, New York, NY
 Clorox Co., Oakland, CA
 CMP Media Inc., Manhasset, NY
 CMS Energy Services, Dearborn, MI
 CNA Insurance, Chicago, IL
 CNG Producing, New Orleans, LA
 CNG Transmission Corp., Clarksburg, WV
 Coca-Cola, Atlanta, GA
 Colgate-Palmolive, New York, NY
 Colorado Society for CPA's, Denver, CO
 Columbia Broadcast System (CBS), New York, NY
 Comdisco, Rosemont, IL
 Comerica, Detroit, MI
 Commerce Clearing House, Riverwoods, IL
 Committee of Interns and Residents, New York, NY
 Commonwealth Edison, Chicago, IL
 Communications Management Associates, CA
 Communications Workers of America (CWA), Washington, DC
 Community Energy Alternatives, Ridgewood, NJ
 Compatible Systems, Boulder, CO
 CompUSA, Dallas, TX
 Computer Associates International, Islandia, NY
 Computer Graphics, St Louis, MO
 Computervision Corp., Bedford, MA
 ConAgra Inc., Omaha, NE
 Congressional Quarterly, Washington, DC
 Conoco, Houston, TX
 Conrail, Philadelphia, PA
 Consolidated Coal, Pittsburgh, PA
 Consolidated Edison Co., New York, NY
 Consolidated Natural Gas, Pittsburgh, PA
 Consolidated Papers Inc., Wisconsin Rapids, WI
 CONSTAR International, Norwood, MA
 Constellation Health Services, Baltimore, MD
 Constellation Holdings Inc., Baltimore, MD
 Constellation Investments, Baltimore, MD
 Constellation Real Estate, Columbia, MD
 Consumer's Insurance, Richmond, VA
 Consumers Union, San Francisco, CA
 Continental Airlines, Houston, TX
 Control Data Systems, Arden Hills, MN
 Convex Computer Corp., San Jose, CA
 Cooley, Godward & Castro, San Francisco, CA
 Corel/Wordperfect Corp., Orem, UT
 CoreStates Financial Corp., Philadelphia, PA
 Corning Inc., Corning, NY
 Costco Wholesale, Issaquah, WA
 Couder Brothers, New York, NY
 Countrywide Credit Industries Inc., Calabasas, CA
 Covington & Burling, Washington, DC
 Crawford and Co., Atlanta, GA
 Creative Artists Agency Inc., Beverly Hills, CA
 Crowell & Moring, Washington, DC
 Crown Cork & Seal, Philadelphia, PA
 Crown Oldsmobile/Toyota, Decatur, IL
 Crowns, Crawfordsville, IN
 Crum and Forster Insurance, Morristown, NJ
 CUNA Mutual Insurance Group, Madison, WI
 Cypress Semiconductor, San Jose, CA
 D.E. Shaw & Co., New York, NY
 Daimler Chrysler Corp., Auburn Hills, MI
 DALEN Resources, Dallas, TX
 Dallas Area Rapid Transit, Dallas, TX
 Dana Farber Cancer Institute, Boston, MA
 Darden Restaurants, Orlando, FL
 Datalogics Inc., Chicago, IL
 Dataquest, San Jose, CA
 David Sarnoff Research Center, Princeton, NJ
 Davis, Polk & Wardwell, New York, NY
 Dayton Hudson Corp., Minneapolis, MN
 Debevoise & Plimpton, New York, NY
 Del Monte Foods, San Francisco, CA
 Dell Computer Corp., Austin, TX
 Deloitte Touche Tohmatsu International, New York, NY
 Delta Airlines Inc., Atlanta, GA
 Delta Cyklop Strapping Inc., Charlotte, NC
 Deluxe Corp., Shoreview, MN
 Democratic National Committee, Washington, DC
 Dewey Ballantine, New York, NY
 Dexter Corp., Windsor Locks, CT
 Digi-Net Syndication, Tampa, FL
 Digital Equipment Corp., Maynard, MA
 Director's Guild-Industry Health Fund, Los Angeles, CA
 Discovery Channel, Bethesda, MD
 District Council 1707
 Dole Food Co. Inc., Westlake Village, CA

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Dorsey & Whitney, Minneapolis, MN
Dow Chemical Co., Midland, MI
Dow Jones Capital Market Reports, Jersey City, NJ
Dow Jones, New York, NY
Dow, Lohnes & Albertson, Washington, DC
Dowty/Palmer-Chenard Industries, Somersworth, NH
DreamWorks SKG, Universal City, CA
Dun & Bradstreet, New York, NY
Duty Free International, Richfield, CT
E! Entertainment Television, Los Angeles, CA
E.I. du Pont de Nemours and Co., Wilmington, DE
East Ohio Gas Co., Cleveland, OH
Eastern Enterprises, Weston, MA
Eastern Mountain Sports, Peterborough, NH
Eastern Utilities Associates, Boston, MA
Eastman Kodak Co., Rochester, NY
EES Consulting Inc., Bellevue, WA
Egghead Software, Liberty Lake, WA
Electronic Arts, San Mateo, CA
Electronic Data Systems Corp., Plano, TX
Eli Lilly & Co., Indianapolis, IN
Elliott Portwood Productions, Petaluma, CA
Entertainment Radio Network, Malibu, CA
ENTEX, Rye Brook, NY
Episcopal Diocese of Newark, Newark, NJ
Equitable Companies Inc., New York, NY
Erisco, New York, NY
Ernst and Young, New York, NY
Estee Lauder Companies, New York, NY
Faegre & Benson, Minneapolis, MN
Fairchild Corp., Chantilly, VA
Fairmont Tanager, West Columbia, SC
Fannie Mae, Washington, DC
Farallon Communications, Alameda, CA
Federated Department Stores, Cincinnati, OH
Field Museum of Natural History, Chicago, IL
Financial Information Services, New York, NY
Finnegan, Henderson, Farabow, Garrett & Dunner, Washington, DC
Fireman's Insurance, Chicago, IL
First Bank System, Minneapolis, MN
First Chicago NBD Corp., Chicago, IL
First Tech Computer, Minneapolis, MN
First Union Corp., Charlotte, NC
First Virginia Bank Inc., Falls Church, VA
First Virginia Insurance Services, Falls Church, VA
Fistar Corp., Milwaukee, WI
Flagstar, Spartanburg, SC
FleetBoston Financial, Boston, MA
Flood Group, Torrance, CA
Fluor Corp., Irvine, CA
FMC Corp., Chicago, IL
Ford Motor Co., Dearborn, MI
Forest Laboratories Inc., New York, NY
Fort Howard Corp., Green Bay, WI
Forte Software, Wakefield, MA
Foundation Health, Rancho Cordova, CA
Four Seasons Hotels Inc., Toronto, ON
Fox Entertainment Group Inc., New York, NY
FoxMeyer Health, Carrollton, TX
Frame Technology Corp., San Jose, CA
Franklin Covey Co., Salt Lake City, UT
Fred Hutchinson Cancer Research Center, Seattle, WA
Fred Meyer, Portland, OR
Freddie Mac, McLean, VA
Fried, Frank, Harris, Shriver & Jacobson, New York, NY
Frito-Lay Inc., Plano, TX
Frontier Communications, Rochester, NY
Fruit of the Loom, Chicago, IL
Fujitsu America Inc., San Jose, CA
Gannett, Arlington, VA
Gap Inc., San Francisco, CA
Gardener's Supply Co., Burlington, VT
Gateway Inc., North Sioux City, SD
Gay and Lesbian Advocates and Defenders (GLAD), Boston, MA
Gay and Lesbian Alliance Against Defamation (GLAAD), New York, NY
Gay and Lesbian Medical Association, San Francisco, CA

Gay and Lesbian Victory Fund, Washington, DC
Gazette Newspapers, Gaithersburg, MD
GEICO, Washington, DC
Gemini Consulting, Boston, MA
Genentech, San Francisco, CA
General Dynamics Corp., Falls Church, VA
General Mills, Minneapolis, MN
General Re, Stamford, CT
Genesys Software Systems, Sacramento, CA
Genetics Institute, Pasadena, CA
Giant Food Inc., Landover, MD
Gill Foundation, Colorado Springs, CO
Gillette, Boston, MA
Glaxo-Wellcome, Research Triangle Park, NC
Glendale Federal Bank, Glendale, CA
Golden West Financial Corp., Oakland, CA
Goldman Sachs Investment Banking, New York, NY
Golsten, Storrs, Boston, MA
Gorton Group, Gloucester, MA
Graco, Minneapolis, MN
Graham & James, San Francisco, CA
Grand Union Co., Wayne, NJ
Grass Valley Group, Grass Valley, CA
Great Plains Software, Fargo, ND
Great Western Bank, Chatsworth, CA
Greater Boston Hotel Employees #26, Boston, MA
Greenberg, Glusker, Fields, Claman & Machtinger, Los Angeles, CA
Greenpeace, Washington, DC
Greyhound, Dallas, TX
Group Health Cooperative of Puget Sound, Seattle, WA
GTE, Stamford, CT
H & R Block, Kansas City, MO
H. B. Fuller, St. Paul, MN
H. F. Ahmanson & Co., Irwindale, CA
Hale & Door, Boston, MA
Hamilton Standard, Windsor Locks, CT
Hannaford Brothers, Scarborough, ME
Harcourt General Inc., Chestnut Hill, MA
Harley-Davidson Inc., Milwaukee, WI
Harris Trust & Savings Bank, Chicago, IL
Harsco Corp., Camp Hill, PA
Hartford Financial Services Co., Hartford, CT
Hasbro Inc., Pawtucket, RI
Hawaiian Electric Industries, Honolulu, HI
Health and Human Service Employees, New York, NY
Health Systems International, Woodland Hills, CA
Hearst Corp., New York, NY
Hekett MultiServ West, Butler, PA
Heller, Ehrman, White & McAuliffe, San Francisco, CA
Hendrix Wire and Cable, Milford, NH
Henry J. Kaiser Family Foundation, Menlo Park, CA
Herman Miller, Zeeland, MI
Hewlett-Packard, Palo Alto, CA
Hibernia National Bank, New Orleans, LA
Highland Manufacturing, Waterbury, CT
Hill & Knowlton, New York, NY
Hill's Pet Nutrition, Topeka, KS
Hilton Hotels, Beverly Hills, CA
Hoechst Celanese Corp., Somerville, NJ
Hogan & Hartson, Washington, DC
Holiday Rambler, Wakarusa, IN
Holland & Knight, Miami, FL
Home Box Office (HBO), New York, NY
Homestake Mining, San Francisco, CA
Honeywell, Minneapolis, MN
Hope Gas, Clarksburg, WV
Hormel Foods, Austin, MN
Hospital for Special Surgery, New York, NY
Hotel and Restaurant Employees Union, San Francisco, CA
Hotel Workers Union - Local 26, Boston, MA
Howrey & Simon, Washington, DC
Hubbard Farms, Walpole, NH
Huggins Hospital, Wolfeboro, NH
Human Rights Campaign, Washington, DC
Hunton & Williams, Richmond, VA
Hyatt Hotels, Chicago, IL
I Love Flowers, Dallas, TX
I.M.S. International, Totowa, NJ

IBM, Armonk, NY
ICM Mortgage Corp., Greenwood Village, CO
IDG, Roanoke, VA
IDS Financial Services, Minneapolis, MN
IKG Industries, Clark, NJ
IKON Office Solutions, Malvern, PA
Illinois Tool Works, Glenview, IL
Imation Corp., Oakdale, MN
Informix Software, Menlo Park, CA
Ingersoll-Rand, Woodcliff Lake, NJ
Ingres Corp., Alameda, CA
Insurance Co. of the West, San Diego, CA
Intel Inc., Santa Clara, CA
Interactive Data Corp., Lexington, MA
Intercontinental Hotels, Houston, TX
Intergraph, Huntsville, AL
Interleaf, Waltham, MA
Intermedia Partners, San Francisco, CA
International Brotherhood of Electrical Workers #18, Washington, DC
International Data Corp., Framingham, MA
International Longshoremens and Warehousemen Union, San Francisco, CA
International Paper, Purchase, NY
Invesco Capital Management Inc., Atlanta, GA
Iolab, Claremont, CA
Isis Pharmaceuticals Inc., Carlsbad, CA
ITW Gema, Indianapolis, IN
IUE District Eleven, Little Rock, AR
IUE District One, Philadelphia, PA
J. P. Morgan & Co., New York, NY
Jackson Labs, Northridge, CA
Jafra Cosmetics, Westlake Village, CA
Jarad Broadcasting, Garden City, NY
Jeffer, Mangels, Butler & Marmaro, Los Angeles, CA
Jenner & Block, Chicago, IL
Jet Propulsion Lab, Pasadena, CA
Jetco Chemicals, Corsicana, TX
Jewish Community Centers Association, New York, NY
John Hancock Mutual Life Insurance, Boston, MA
Johnson & Johnson, New Brunswick, NJ
Johnson Controls, Milwaukee, WI
Joie De Vivre, San Francisco, CA
Joseph E. Seagram & Sons Inc., New York, NY
Joseph T. Ryan & Son, West Chester, PA
Jostens Learning Corp., Minneapolis, MN
Kahn, Howrey, Chicago, IL
Kaiser Permanente Foundation Health Plan Inc., Oakland, CA
Kaiser Permanente Hospital, Riverside, CA
Katten, Muchin & Zavis, Chicago, IL
Kaye, Scholer, Fireman, Hays & Handler, New York, NY
Keck, Mahin & Cate, Chicago, IL
Kelco, San Diego, CA
Kelley, Drye & Warren, New York, NY
Kellogg, Battle Creek, MI
Kentucky Fried Chicken, Louisville, KY
Kenwood Americas Corp., Long Beach, CA
Keynote Systems Inc., Pittsburgh, PA
Keynote Systems Inc., San Mateo, CA
Keyport Life, Boston, MA
Keyspan, Hicksville, NY
Kimberly-Clark, Dallas, TX
Kimpton Hotels, San Francisco, CA
King & Spalding, Atlanta, GA
Kinko's Inc., Ventura, CA
Kirke Van Orsdel Insurance, West Des Moines, IA
Kirkland & Ellis, Chicago, IL
Kirkpatrick & Lockhart, Pittsburgh, PA
Knight-Ridder Newspapers Inc., San Jose, CA
KPMG Peat Marwick, Montvale, NJ
KQED TV, San Francisco, CA
Kraft Foods International, Rye Brook, NY
Kubota Pacific Computer, Santa Clara, CA
Lago Systems, Los Gatos, CA
Lambda Legal Defense & Education Fund, New York, NY
Latham & Watkins, Los Angeles, CA
Lawyers Cooperative Publishing, Rochester, NY

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Learning Company, Cambridge, IL
LeBoeuf, Lamb, Greene & MacRae, New York, NY
Legal Aid, Elmira, NY
Lehman Brothers Holding, New York, NY
Leo Burnett, Chicago, IL
Lesbian and Gay Labor Network, New York, NY
Levi Strauss & Co., San Francisco, CA
Lexis-Nexis, Miamisburg, OH
Liberty Mutual Insurance Group, Boston, MA
Life USA, Canton, OH
LifeScan, Milpitas, CA
Lillenthal, Fowler, San Francisco, CA
Lillian Vernon Corp., New Rochelle, NY
Lincoln National, Fort Wayne, IN
Linuxcare Inc., San Francisco, CA
Linvatec, Largo, FL
Little Brown & Co., New York, NY
Litton Industries Inc., Woodland Hills, CA
Local Initiatives Support Corp., Washington, DC
Lockheed Martin Corp., Bethesda, MD
Loews Corp., New York, NY
Los Angeles Philharmonic Association, Los Angeles, CA
Los Angeles Times, Los Angeles, CA
Lotus Development, Cambridge, MA
Louis Dreyfus North American, Wilton, CT
LSI Logic Corp., Milpitas, CA
Lucas Films, San Rafael, CA
Lucent Technologies, Murray Hill, NJ
Lukens, Coatsville, PA
MacMillan Publishing Co., New York, NY
MacNeal-Schwendler Corp., Los Angeles, CA
Manhattan East Suites, New York, NY
Manugistics, Rockville, MD
Mark Hopkins Inter-Continental Hotel, San Francisco, CA
Mark Shale Outlet, Naperville, IL
Market News Service, Washington, DC
Marriott International, Bethesda, MD
Martin Marietta Corp., Bethesda, MD
Massachusetts Mutual Life Insurance, Springfield, MA
Mattel Inc., El Segundo, CA
Maxtor Corp., Milpitas, CA
Mayer, Brown & Platt, Chicago, IL
Mayo Foundation, Rochester, MN
Maytag Corp., North Newton, IA
MBIA Inc., Armonk, NY
MCA/Universal Studios Inc., Universal City, CA
McCutchen, Doyle, Brown & Enersen, San Francisco, CA
McDonald's Corp., Oakbrook, IL
McGrath Rent Corp., Livermore, CA
McGraw-Hill, New York, NY
McKenna & Cunio, Washington, DC
McKesson HBOC, San Francisco, CA
McKinsey & Co. Inc., New York, NY
MCNC, Research Triangle Park, NC
Mead Johnson Nutritional Group, Evansville, IN
Medco Containment Services, Montvale, NJ
Media Networks, Dallas, TX
Medtronic Inc., Minneapolis, MN
Melon Bank, Pittsburgh, PA
Mentor Graphics Corp., Wilsonville, OR
Mercer Management Consulting, New York, NY
Merck & Co. Inc., Whitehouse Station, NJ
Merisel, El Segundo, CA
Merrill Lynch, New York, NY
Methodist Hospital of Indianapolis, Indianapolis, IN
Metro-Goldwyn-Mayer Inc./United Artists (MGM/UA), Santa Monica, CA
Metropolitan Community Churches, West Hollywood, CA
Metropolitan Life Insurance, New York, NY
Mexican American Legal Defense and Education Fund, Washington, DC
Meyers Pride Value Fund, Columbus, OH
Miami Herald, Miami, FL
Michigan Public Health Institute
MicroAge, Tempe, AZ
Microsoft Corp., Redmond, WA

Milbank, Tweed, Hadley, & McCloy, New York, NY
Miller Brewing, Milwaukee, WI
Millipore Corp., Bedford, MA
Minneapolis Star Tribune, Minneapolis, MN
Minnesota Mining and Manufacturing (3M), St. Paul, MN
Minnesota Public Radio, St. Paul, MN
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo, Boston, MA
Mips Technology, Sunnyvale, CA
Mission Energy, Irvine, CA
Monarch Marking Systems, Dayton, OH
Monitor Advertising, Houston, TX
Monitor Co., Cambridge, MA
Monsanto Co., St. Louis, MO
Montefiore Medical Center, Bronx, NY
Moody's Investors Service, New York, NY
Morgan Stanley Dean Witter & Co., New York, NY
Morrison & Foerster, San Francisco, CA
Morrison Knudsen, Boise, ID
Motorola Inc., Schaumburg, IL
Mount Sinai Hospital, New York, NY
Mudge, Rose, Guthrie, Alexander & Ferndon, New York, NY
Museum of Modern Art, New York, NY
Mutual of New York, New York, NY
Myers Industries, Akron, OH
Nabisco Group Holdings Corp., New York, NY
Nabisco Holdings Inc., Parsippany, NJ
Nash Finch, Minneapolis, MN
Nashua Corp., Nashua, NH
National Advertising, Bedford Park, IL
National Audubon Society, New York, NY
National Black Caucus of State Legislators, Washington, DC
National Broadcasting Co. Inc. (NBC), New York, NY
National Center for Lesbian Rights, San Francisco, CA
National Computer Systems, Cambridge, MA
National Conference for Community and Justice, New York, NY
National Education Association, Springfield, MA
National Equity Fund, Chicago, IL
National Gay & Lesbian Task Force, Washington, DC
National Geographic, Washington, DC
National Grocers Assoc., Reston, VA
National Organization for Women, Washington, DC
National Public Radio, Washington, DC
National Semiconductor, Santa Clara, CA
National Treasury Employees Union, Washington, DC
Nature Conservancy, Arlington, VA
Navistar International, Chicago, IL
NCR Corp., Dayton, OH
NEC America Inc., Melville, NY
Nestle Beverage, San Francisco, CA
Netopia Inc., Alameda, CA
Netscape Communications Corp., Mountain View, CA
Neutrogena, Los Angeles, CA
New England Electric Systems, Westborough, MA
New England Medical Center, Boston, MA
New England Mutual Life Insurance, Boston, MA
New York Life Insurance, New York, NY
New York Times Co., New York, NY
New York Times Guild Benefits Plan, New York, NY
Newell Inc., Freeport, IL
Newspaper Guild/Wire Services Guild, Washington, DC
Niagara Mohawk Power, Syracuse, NY
Nike Inc., Beaverton, OR
Nine West, Stamford, CT
Nordstrom, Seattle, WA
Northeast Utilities, Berlin, CT
Northern States Power (MN), Minneapolis, MN
Northern States Power (WI), Eau Claire, WI
Northern Telecom Inc., Nashville, TN
Northern Trust Corp., Chicago, IL
Northrop Grumman Corp., Los Angeles, CA

Northwest Airlines, St. Paul, MN
Northwestern Mutual Life Insurance, Milwaukee, WI
Notis Systems, Provo, UT
Novartis Pharmaceutical Corp., E. Hanover, NJ
Novell, San Jose, CA
Noxell, Hunt Valley, MD
Oakland Children's Hospital, Oakland, CA
Objectivity Inc., Mountain View, CA
Occidental Petroleum, Los Angeles, CA
Octel America Inc., Newark, DE
Office and Professional Employees International Union Local 3, San Francisco, CA
Office Depot, Delray Beach, FL
Oil and Chemical Atomic Workers, Rahway, NJ
Olin, Norwalk, CT
O'Melveny & Meyers, Los Angeles, CA
OMI Corp., New York, NY
Omni Hotels, Irving, TX
Omnicom (Diversified Agency Services)
Open Software Foundation, Cambridge, MA
Optronics, Chelmsford, MA
Oracle Corp., Redwood Shores, CA
Organic Online, San Francisco, CA
Orient Express Hotels
Orrick, Herrington & Sutcliffe, San Francisco, CA
Otis Elevator, Farmington, CT
Otter Trail Power Co., Fergus Falls, MN
Outrigger Hotels, Honolulu, HI
Paccar, Bellevue, WA
Pacific Bell, San Francisco, CA
Pacific Enterprises, Los Angeles, CA
Pacific Gas & Electric, San Francisco, CA
Pacific Mutual Life Insurance, Newport Beach, CA
Pacific Telecom, Vancouver, WA
PacifiCare Health Systems, Santa Ana, CA
PacifiCorp, Portland, OR
Paine Webber Group Inc., New York, NY
PanAmSat Corp., Greenwich, CT
Para Transit, Sacramento, CA
Paradigm, San Francisco, CA
Paramax Systems, Reston, VA
Paramount Pictures, Hollywood, CA
Park Nicolet Medical Center, St. Louis Park, MN
Partners Healthcare, Boston, MA
Patagonia Inc., Ventura, CA
Patch Rubber Co., Roanoke Rapids, NC
Patent Construction Systems, Paramus, NJ
Pathmark Stores Inc., Woodbridge, NJ
Patterson-Kelley, East Stroudsburg, PA
Paul, Hastings, Janofsky & Walker, Los Angeles, CA
Paul, Weiss, Rifkind, Wharton & Garrison, New York, NY
Payless Cashways, Kansas City, MO
PECO Energy, Philadelphia, PA
Penn Mutual Life Insurance Co., Philadelphia, PA
Pennsylvania Power and Light, Allentown, PA
Pennsylvania Steel Technologies, Steeton, PA
People's Bank, Bridgeport, CT
Peoples Natural Gas Co., Pittsburgh, PA
PeopleSoft Inc., Livermore, CA
Pepper, Hamilton & Scheetz, Philadelphia, PA
Perkin-Elmer Corp., Norwalk, CT
Perkins Coie, Seattle, WA
Perot Systems, Houston, TX
Perry Judd's Inc., Falls Church, VA
Pfizer, New York, NY
Pharmacia & Upjohn Inc., Kalamazoo, MI
Philip Morris, New York, NY
Picture Tel Corp., Danvers, MA
Pillsbury Co., Minneapolis, MN
Pillsbury, Madison & Sutro, San Francisco, CA
Pinnacle West Capital, Phoenix, AZ
Pioneer Hi-Bred, Des Moines, IA
Piper & Marbury, Baltimore, MD
Piper Jaffray Inc., Minneapolis, MN
Pitney Bowes, Stamford, CT

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Planned Parenthood Federation of America, New York, NY
Plastic Beverage Closures, Sandston, VA
Plastic Parts, Shelbyville, KY
Platinum Software Corp., Irvine, CA
Polaroid Corp., Cambridge, MA
Portland Cable Access, Portland, OR
Portland General, Portland, OR
Post-Newsweek Cable, Phoenix, AZ
Pratt & Whitney Co., East Hartford, CT
PricewaterhouseCoopers, New York, NY
Pride Medical Inc., Atlanta, GA
Primerica Financial Services, Duluth, GA
Primix Solutions, Watertown, MA
Principal Financial Group, Des Moines, IA
Principle Mutual Life Insurance, Des Moines, IA
Procter & Gamble, Cincinnati, OH
Professional Musicians Union Local 47, Hollywood, CA
Proskauer, Rose, Goetz & Mendelsohn L.L.P., New York, NY
Provident, Louisville, KY
Prudential, Newark, NJ
Public Broadcasting Service (PBS), Alexandria, VA
Public Service Electric and Gas, Newark, NJ
Public Service Enterprise Group, Newark, NJ
Pyramid Tech, Southfield, MI
Quaker Oats, Chicago, IL
QualComm, San Diego, CA
Quantum, Milpitas, CA
Quark Inc., Denver, CO
Quintus Computer Systems, Palo Alto, CA
R.R. Donnelley & Sons, Chicago, IL
Radius, New York, NY
Ralston Purina, St. Louis, MO
Rational Software Corp., Cupertino, CA
Raytheon, Lexington, MA
Reader's Digest Association, Pleasantville, NY
Recom Technologies, Campbell, CA
Recreational Equipment Inc. (REI), Sumner, WA
Reebok International, Stoughton, MA
Reed Minerals, Camp Hill, PA, Part of Harsco Corp.
Regional Newspaper Group, Atlanta, GA
Reliable Chevrolet, Albuquerque, NM
Remedy Corp., Mountain View, CA
Remington Arms, Pittsburgh, PA
Replacements Ltd., Greensboro, NC
Republic New York Corp., New York, NY
Reuters America Holdings Inc., New York, NY
Revco Drug Stores, Twinsburg, OH
Rhode Island Counseling Assocs., Warwick, RI
Rhone Poulenc, Englewood, CO
Riggs National Corp., Washington, DC
Rite Aid Corp., Camp Hill, PA
Ritz Carlton Hotels, Atlanta, GA
RJ Reynolds Tobacco, Winston-Salem, NC
Robinson Terminal Warehouse Corp., Alexandria, VA
Rockwell International Corp., Seal Beach, CA
Rogers & Wells, New York, NY
Rohm & Haas, Philadelphia, PA
Ropes & Gray, Boston, MA
Roundy's, Pewaukee, WI
Royle Communications Group, Sun Prairie, WI
RTW Inc., Bloomington, MN
Rubin Organization, Philadelphia, PA
Ryder Automotive Carrier Group, Troy, MI
Ryder System, Miami, FL
Ryerson Tull Inc., Chicago, IL
Ryerson Tull, Chicago, IL
Saddleback Memorial Center, Laguna Hills, CA
Safeco, Seattle, WA
Safeway, Oakland, CA
Salomon Smith Barney, New York, NY
San Antonio Express News, San Antonio, TX
San Diego Gas & Electric, San Diego, CA
San Diego Mortgage Today Corp., San Diego, CA
San Francisco 49ers, San Francisco, CA
San Francisco Chronicle, San Francisco, CA

San Francisco Examiner, San Francisco, CA
San Francisco Federal, San Francisco, CA
San Francisco Giants, San Francisco, CA
Santa Cruz Operations, Santa Cruz, CA
Sara Lee, Chicago, IL
SAS Institute Inc., Cary, NC
SBC Asset Management, San Antonio, TX
SBC Communications Inc., San Antonio, TX
SCE, Rosemead, CA
Schiff, Hardin & Waite, Chicago, IL
Scholastic Inc., New York, NY
SCI Systems Inc., Huntsville, AL
Science Applications International Corp. (SAIC), San Diego, CA
Scientific & Engineering Software, Austin, TX
Screen Actors Guild, Los Angeles, CA
Scripps Research Inst., La Jolla, CA
Scudder Kemper Investments, New York, NY
Seagate Technology Inc., Scotts Valley, CA
Sealed Air, Boca Raton, FL
Sears, Roebuck and Co., Chicago, IL
Seattle City Light, Seattle, WA
Seattle First National Bank, Seattle, WA
Seattle Mental Health Institute, Seattle, WA
Seattle Times, Seattle, WA
Segal Co, New York, NY
Sequent Computer Systems, Beaverton, NJ
Service Employees International Union (SEIU), Washington, DC
ServiceMaster, Downers Grove, IL
Seyfarth, Shaw, Fairweather & Geraldson, Chicago, IL
SGI, Mountain View, CA
Shaw, Pittman, Potts & Trowbridge, Washington, DC
Shell Oil Co., Houston, TX
Sherman & Sterling, New York, NY
Sherwood, Lockport, NY
Showboat, Las Vegas, NV
Showtime Networks Inc., New York, NY
Sidley & Austin, Chicago, IL
Sikorsky Helicopter, Stratford, CT
Simpson Investment Co., Seattle, WA
Skadden, Arps, Slate, Meagher & Flom, New York, NY
Smith & Hawken, Acton, MA
Smith Kettlewell Eye Institute, San Francisco, CA
SmithKline Beecham, Philadelphia, PA
Software Transformation, Cupertino, CA
Solbourne Computer, El Segundo, CA
Sonesta International Hotels, Boston, MA
Sony Corp. of America, New York, NY
Southernland, Asbil & Breenan, Washington, DC
Southern California Edison, Rosemead, CA
Southern California Gas Co., Los Angeles, CA
Southern Pacific Bell
Sparrows Point, Sparrows Point, MD
Spiegel Catalog Inc., Downers Grove, IL
Sports Leisure Magazine, Trumbull, CT
Springs Industries, New York, NY
Sprint Communications, Westwood, KS
SPSS Inc., Chicago, IL
St. Paul Companies, St. Paul, MN
St. Petersburg Times, St. Petersburg, FL
St. Vincent Hospital, Santa Fe, NM
Stanley H. Kaplan Educational Center, New York, NY
Stanley Works, New Britain, CT
Staples Inc., Westborough, MA
Starbucks Coffee Co., Seattle, WA
Starwood Hotels & Resorts Worldwide, White Plains, NY
State Bar of California, Los Angeles, CA
State Farm Group, Bloomington, IL
Steptoe & Johnson, Washington, DC
Stoel Rives L.L.P., Portland, OR
Stop & Shop, Quincy, MA
StorageTek, Louisville, CO
Stratton-Cheeseman Management Co., East Lansing, MI
Stratus Computer, Marlboro, MA
Stroock, Stroock & Lavan, New York, NY
Subaru of America Inc., Cherry Hill, NJ
Sullivan & Cromwell, New York, NY
Sun Microsystems, Mountain View, CA
Sunoco Inc., Philadelphia, PA

Supermac Technology, Sunnyvale, CA
Supermarkets General Holdings Corp., Woodbridge, NJ
Supervalu, Eden Prairie, MN
Susman, Rosenfeld & Meyer LLP, Beverly Hills, CA
Sybase, Emeryville, CA
Sycamore Investment Co., Cincinnati, OH
Symantec Corp., Cupertino, CA
Synopsis Corp., Beaverton, OR
System Resources Corp., Burlington, MA
Talegen Holdings, Seattle, WA
Tambrands Inc., White Plains, NY
Tandem Computers, Cupertino, CA
Tandy, Fort Worth, TX
Tattered Cover Bookstore, Denver, CO
Taylor-Wharton Gas Equipment, Camp Hill, PA
Teachers' Insurance & Annuity, New York, NY
Tech Data Corp., Clearwater, FL
Tech Resource Group Inc., Maynard, MA
Tecumseh Products, Tecumseh, MI
Tektronix, Wilsonville, OR
Tele-Communications Inc., Denver, CO
Teledyne, Los Angeles, CA
Temple-Inland, Diboll, TX
Tenet Healthcare, Santa Barbara, CA
Tenneco Inc., Greenwich, CT
Teradyne, Somerville, MA
Testa, Hurwitz & Thibault L.L.P., Boston, MA
Texaco, White Plains, NY
Texas Instruments Inc., Dallas, TX
TGI Fridays, Dallas, TX
The Advisory Board Co., Washington, DC
The SABRE Group, Fort Worth, TX
The United Church of Christ, Cleveland, OH
Therakos Inc., West Chester, PA
Thinking Machines, Cambridge, MA
TIAA-CREF, New York, NY
Ticketmaster Group Inc., West Hollywood, CA
Timberland Co., Stratham, NH
Time Warner Inc., New York, NY
Times Mirror Co., Los Angeles, CA
TJX, Framingham, MA
Towers Perrin, Valhalla, NY
Toys R Us, Framingham, MA
Trans World Airlines, St. Louis, MO
Transamerica, San Francisco, CA
Trilogy Software, Austin, TX
True North Communications Inc., Chicago, IL
TRW, Cleveland, OH
Turner Broadcasting System Inc., Atlanta, GA
UAL/United Airlines Inc., Elk Grove, IL
UJB Financial Corp., Princeton, NJ
Ungermann-Bass, Santa Clara, CA
Unicom, Chicago, IL
Union Bank, Bowling Green, VA
Union Carbide Corp., Danbury, CT
Union of American Hebrew Congregations, New York, NY
Union Pacific, Bethlehem, PA
Unisys, Blue Bell, PA
Unitarian Universalist Committee, Boston, MA
United Auto Workers, Detroit, MI
United Church Board Homeland, Cleveland, OH
United Electrical Workers Union, Pittsburgh, PA
United HealthCare, Minnetonka, MN
United Services Automobile Association (USAA), San Antonio, TX
United States Surgical Corp., Norwalk, CT
United Technologies Corp., Hartford, CT
United Way for the National Capital Area, Washington, DC
United Way of America, Alexandria, VA
United Way of the Bay Area, San Francisco, CA
Unum Corp., Portland, ME
Upjohn, Kalamazoo, MI
Urban Institute, Washington, DC
US Airways, Arlington, VA
US Bancorp, Minneapolis, MN
US Healthcare, Wilmington, DE

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US Industries, Iselin, NJ
US Life, Neptune, NJ
US Robotics, Morton Grove, IL
US Trust, Boston, MA
US West Inc., Englewood, CO
USA Today, Arlington, VA
USA Weekend, New York, NY
USF & G, Baltimore, MD
UT Research Center, Houston, TX
UUNET Technologies Inc., Fairfax, VA
Varian Associates, Palo Alto, CA
Venator, New York, NY
Veritas Software Corp., Mountainview, CA
Verity Inc., Southfield, MI
Vermont Girl Scouts Council, Essex
Junction, VT
VF Corp., Wyomissing, PA
Viacom Inc., New York, NY
Videomaker Mag, Chico, CA
Village Voice, New York, NY
Vinson & Elkins, L.L.P., Houston, TX
Virginia Natural Gas, Norfolk, VA
Visa International, Foster City, CA
Vision Services Plan, Tamaqua, PA
Visioneer Inc., Fremont, CA
Vistakon, Johnson & Johnson, Jacksonville,
FL
Vorys, Sater, Seymour and Pease,
Columbus, OH
Vtel Corp., Pittsburgh, PA
W.W. Grainger, Skokie, IL
Wachovia Corp., Winston-Salem, NC

Wachtell, Lipton, Rosen & Katz, New York,
NY
Wainwright Bank, Boston, MA
Walgreens, Deerfield, IL
Walker Art Center, Minneapolis, MN
Wall Street Journal, New York, NY
Walt Disney, Burbank, CA
Wang Global, Billerica, MA
Warner-Lambert, Morris Plains, NJ
Washington Mutual Savings Bank, Seattle,
WA
Washington Post Co., Washington, DC
Watkins-Johnson, Palo Alto, CA
Watson Wyatt & Co., Bethesda, MD
WEA Manufacturing, Olyphant, PA
Wells Fargo & Co., San Francisco, CA
West Ohio Gas Co., Lima, OH
Western Auto Supply, Kansas City, MO
Western Digital Corp., Irvine, CA
Westinghouse Electric, Pittsburgh, PA
Westvaco, New York, NY
Westwood Squibb Pharmaceuticals, Buffalo,
NY
Weyerhaeuser, Federal Way, WA
WGBH Public Television, Boston, MA
Whirlpool, Benton Harbor, MI
White & Case, New York, NY
Whitman Walker Clinic, Washington, DC
Whitman, Breed, Abbott & Morgan, New
York, NY
Whole Foods Market Inc., Austin, TX
Wilder Foundation, St. Paul, MN
Wiley, Rein & Fielding, Washington, DC

William Morris Agency, New York, NY
Wilmer, Cutler & Pickering, Washington, DC
Wilson, Sonsini, Goodrich & Rosati, Palo
Alto, CA
Winston & Strawn, Chicago, IL
Winthrop, Stimson, Putnam & Roberts, New
York, NY
Wisconsin Electric, Milwaukee, WI
Women's Law Center of Maryland, Towson,
MD
Woods Hole Oceanographic Institution,
Woods Hole, MA
Worcester Telegram, Worcester, MA
Working Assets Funding Service, San
Francisco, CA
Workmens Circle Branch 92/494E, Silver
Spring, MD
World Resources Institute, Washington, DC
Worldspan, Atlanta, GA
WQED FM, Pittsburgh, PA
Writers Guild of America West, Los Angeles,
CA
WRQ Inc., Seattle, WA
Wyndham Hotels, Dallas, TX
Wynn's International, Orange, CA
Xerox Corp., Stamford, CT
XSoft, Palo Alto, CA
York International, York, PA
Young and Rubicam, New York, NY
YWCA of Greater Milwaukee, Milwaukee, WI
Zenith, Glenview, IL
Ziff-Davis Publishing, New York, NY
Zimmer Inc., Warsaw, IN

